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ABSTRACT

In 1989, a group of employer representatives in the Denver metropolitan area formed an employers' roundtable to address work and family issues. A survey developed by the roundtable was sent to employers in the Denver area in 1992. This directory compiles the results of the survey. Section 1 of the directory summarizes employers' efforts to provide child care and family services to employees, highlights services related to elder care, and examines public transportation alternatives to commuting to work. Section 2, which comprises the bulk of the directory, details the policies of and programs offered by approximately 100 individual employers. Profiles of these employers typically consider employers' work and family personnel policies, direct and indirect services to employees, financial support for employees, and community outreach efforts. Each profile also provides the company's address and the phone number of a contact person. Employee benefits are listed in section 3. For each benefit, those employers who provide the benefit are identified. Benefits listed include maternity and paternity leave, family sick leave, flexible work hours and work places, benefits to part-time employees, child and elder care resource and referral, company-sponsored child care, employee assistance programs, parent education classes, and in-kind support and contributions. (BC)

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EMPLOYERS' ROUNDTABLE ON WORK AND FAMILY ISSUES:

A DIRECTORY OF METRO-DENVER EMPLOYERS' INVOLVEMENT IN WORK AND FAMILY PROGRAMS AND POLICIES

JULY 1992

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Shindler

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INFORMATION CENTER (ERIC)."

**Office of First Impressions,
Governor Romer's Initiative on Early Childhood**

**Special Thanks to the Following
People and Organizations that Contributed
to the Development of this Directory**

C.J. Perez, Manville Corporation
Former Chair, Employers' Roundtable on Work and Family Issues

Fran Jefferson, U.S. Department of Labor, Women's Bureau
Chair, Employers' Roundtable on Work and Family Issues

Kathleen Shindler, Governor's Office, First Impressions

Cindy Wilson, Governor's Office, First Impressions

**The Child and Elder Care Assistance Survey was written and designed by
members of the Employers' Roundtable and Coors Brewing Company.**

***This directory was distributed, compiled, analyzed and printed by the
Office of First Impressions, Governor Romer's initiative on early childhood.***

CHILD CARE DIRECTORY AND FAMILY RESOURCE GUIDE

Resource List From Work & Family Roundtable

Department of Labor Women's Bureau

CHOICES - Implementation of Child Care & Elder Care Clearinghouse: 800 827-5335
 WORK FORCE QUALITY Clearinghouse: 800 347-3741

National R&R

The Partnership Group 215 362-5070
 Work/Family Directions 617 566-2806
 Work/Family Elder Directions 617 923-3044

Local R&R

Work and Family Resource Center 534-3789
 Family First R&R 969-9500
 Boulder Children's Services 441-3180

CORRA - Colorado Resource and Referral Agency 290-9088

Office of Child Care Services, Department of Social Services 866-5958
 Elder InfoNet 433-0403
 First Impressions 866-2974
 Colorado Children's' Campaign 839-1580

National Employer Resources

Families and Work Institute 212 465-2044
 Child Care Action Campaign 212 239-0138
 Children's Defense Fund 202 628-8787
 National Association for the Education of Young Children 800 424-2460
 The Conference Board 212-759-0900

Employer's Roundtable on Work and Family Issues

Contact Fran Jefferson 391-6756

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This directory is divided into three sections:

I General Findings

Section I includes information about the Employers' Roundtable, an overview of child and elder care options, a copy of the survey and general findings of the "Child and Elder Care Assistance Survey."

II Employer Section

In Section II employers are listed alphabetically with information including the type of business and number of employees. Benefits and services the employers provide follow.

III Benefits Section

In Section III each work/family benefit, policy, and service is listed separately with employers offering it noted under each one. An "*" after an employer's name means that the benefit is offered in a limited way, on a case-by-case basis, or through another benefit. For more information, check in the Employer Section. Benefits and services are listed in this section the same way they are listed in the survey.

INTRODUCTION

In the spring of 1989, the Employers' Roundtable on Work and Family Issues, a group of metroDenver employer representatives with the common focus of addressing work and family issues, was formed.

In the course of sharing information about each member's activities in support of work and family issues, an interest was expressed in knowing about other employers' efforts. To accomplish this, a survey was developed and sent to 250 metroDenver employers asking about their involvement in this arena. A directory was published in January 1991. The survey was updated and sent out a second time to 400 metro-Denver employers during the winter of 1992.

This directory is the result of responses to the second survey. It is divided into three sections. The first includes information about the Employers' Roundtable, employer options and results of the survey. The second details programs and policies offered by individual employers. The third section lists each work/family benefit, policy and service separately with those employers who offer it. Using this format, you can:

- Determine which employers offer a particular option and contact any one listed for more information
- Check the alphabetical listing of employers to get the "big picture" about each employer's activities in support of work and family issues.

We hope this directory provides a useful tool for metroDenver employers researching and implementing solutions to work and family issues within their organization. Please note that this directory includes information supplied by the employers themselves. No attempt was made to confirm or verify accuracy of the information.

If you are interested in joining the Employers' Roundtable, or for more information, call the Employers' Roundtable Membership Chair, Katherine Sigler, at Blue Cross/Blue Shield, 831-2106 or Fran Jefferson, Roundtable Chair, at U.S. Department of Labor, Women's Bureau, (303) 391-6756. For more information on business involvement in work/family issues, call Kathleen Shindler, Governor's Office, First Impressions, 866-2974.

SECTION I

"Child and Elder Care Assistance Survey"

GENERAL FINDINGS

WORK AND FAMILY POLICY AND PROGRAM OPTIONS

Employers who provide assistance with child and elder care generally get involved in one or more ways:

- Creatively arranging schedules and establishing policies that assist employees in balancing the responsibilities of work and family;
- Offering services that directly affect the care of a parent or child;
- Assisting employees financially with the purchase of care, and;
- Providing indirect services that support the family.

A combination of policies and benefits is the most effective means of meeting employer goals. Program selection and implementation should ideally be based on data from an employee needs assessment, a thorough understanding of existing community resources, and a clear understanding of organizational needs and goals. The following list includes a brief description of child and elder care related options.

WORK/FAMILY PERSONNEL POLICIES

Family Care Leave - An extended period of time off, paid or unpaid, for mothers or fathers to care for newborns, young children or elderly parents.

Family Sick Leave - Personal leave time is used by employee to care for family members who are ill.

Flexible Work Hours - Employees may vary the time they begin and end their workday as long as they fulfill a required number of hours a day or week.

Flexible Workplace - Employees work in places outside their employer's establishment, such as at home or at a satellite worksite, often with computer linkages.

Jobsharing - Two (or more) people share the responsibilities and wages of one fulltime job.

PartTime - Employees voluntarily or out of necessity, work fewer than fulltime hours on a regular basis. Benefits may be included or offered to the employee for purchase.

DIRECT SERVICES

Resource & Referral Services - Parents receive assistance both in locating care providers and in selecting quality care. Resource & referral agencies provide technical assistance to providers and recruit for care when it is unavailable.

Employer Sponsored Child Care Facility - A facility is established at employee's workplace or at a site nearby. Employers can operate the facility themselves or contract with an outside agency, nonprofit or forprofit, to operate it.

Consortium Center - This type of child care center is set up by a collaborating group of employers who share the costs and benefits of its establishment.

Care for Mildly Ill Children - This option offers support to employees whose children are mildly ill or who are recovering from a health problem. Programs can be provided in several

ways:

- a "sick bay" in a child care center;
- a hospital-based program;
- a center specializing in drop-in care for mildly ill children;
- in-home services such as visiting nurses; and family child care homes recruited by the employer.

Emergency Child Care

This involves "backup" care for children when regular child care arrangements fall through or during emergencies such as snow days, weekend workdays, or school holidays.

FINANCIAL SUPPORT

Flexible Spending Account - Employees are able to set aside part of the employees' salary for child/elder care expenses. The funds are placed in a flexible spending account set up under a dependent care assistance program (DCAP). The salary redirection plan may be administered under a cafeteria plan.

Cafeteria Plan Offering Child /Elder Care Financial Assistance - As a tax exempt employee benefit, employers can provide a child care "allowance."

Vouchers and Subsidies - Employer provides a fixed rate of reimbursement either to the employee or to the care provider to cover a portion of cost. This may include well child care, sick child care and elder care.

Vendor Discounts - Arrangements are made between the employer and a child or elder care center for employees to purchase care at discounted rates.

INDIRECT SERVICES

Parent Education - An employer can sponsor a variety of classes, seminars, and written information on a variety of topics, such as how to choose child care, discipline, time management for working parents. Sessions may be held at the worksite during lunch or at other appropriate times.

Employee Assistance Program (EAP's) Employers can offer some form of an Employee Assistance Program (EAP) to help employees identify and resolve work/family concerns. EAP's can provide actual counseling services; classes, such as stress management; and other sources of information to help employees access appropriate mental health services in the community.

OTHER

Community Outreach - Employer offers financial and/or in-kind assistance to child care providers and community to increase quantity, quality and availability of child care in the community.

Adapted from the following sources:

An Employer's Guide to Initiatives for Working Parents. The Work and Family Consortium. Denver, CO., 1987.

Choices. U.S. Department of Labor, Women's Bureau. Washington, DC, 1989.

Employer Options. City of Boulder Children's Services. 1990.

Child and Elder Care Survey

ELDER CARE

Issues of dependent care are broadening out as the population ages. A growing number of employees in the workforce will soon face caring for their elderly parents. This "sandwich generation" must often deal with dependent care for both children and parents simultaneously.

There are increasingly *fewer* grown children to share the burden of taking care of *more* aging parents. This is a result of: 1) families being geographically spread out, 2) families having fewer children, 3) the elder population living longer, and 4) the high divorce rate which often means that a child has two sets of parents.

There are some important differences between child care and elder care issues. First, because aging parents often live in another part of the country, the issue is, by necessity, more national in scope than child care. Second, unlike child care, elder care is often crisis-oriented. Elder parents may suffer a stroke or be diagnosed with a disease like Alzheimer's, and their children must locate services immediately. Financial considerations are also different than those associated with child care, with costs for elder care services usually being higher.

Companies which are currently addressing elder care issues either have an older population of employees, or, like the Fortune 500 companies, are so large and have so many employees that sheer numbers warrant it. But as worker productivity, tardiness and absentee issues begin to relate more and more to elder care as well as child care, smaller companies will also begin to look at ways to assist their employees with this added responsibility. It's estimated that 5-20% of companies currently have elder care benefits of some kind, but within five to ten years the percentage will be 20-25%.

DIRECT SERVICES

Elder Care Resource and Referral - Because elders often live in a different state than their children, Elder Care R & R is more national in scope, though it taps into local R & R networks. Locating varied information and a wide range of services - health care, transportation, assisted living and financial support - is time-consuming. A centralized R & R network which makes and screens the first round of calls is a valuable benefit which employers can support for employees.

Employee Sponsored Elder Care Facility - Some companies with on-site child care centers also have a wing for elder care.

FINANCIAL SUPPORT

Flexible Benefit Plans (as listed under Work/Family Personnel Policies) also apply to those with elder care situations. Employee insurance plans may be broadened to cover elder care costs.

INDIRECT SERVICES

An employer can sponsor workshops, seminars and trainings to define the complex elder care issues, and help balance child care, elder care and work responsibilities.

GENERAL FINDINGS

The "Child and Elder Care Assistance Survey" was sent to 250 employers in the metroDenver area. Sixty-six completed surveys were returned, which is a response rate of 26 percent.

RESULTS:

- More employers offer work/family personnel policies than either direct service or financial support.
- Many employers are researching work/family benefits, services and policies that they are currently not offering.
- Thirty-three percent of respondents have, or are in the process of implementing, a work/family task force.
- The number of respondents who have completed child care needs assessments (41%) is almost double the number of elder care needs assessments (21%).
- The five most frequently implemented work/family personnel policies are:

<u>% OF EMPLOYERS</u>	<u>POLICY/PROGRAM</u>
89%	maternity leave (as compared to 50% paternity leave)
78%	family sick leave
61%	parttime with benefits
55%	family care leave
54%	flexible work hours as needed (41% ongoing)

- The most common direct service provided by employers is child care resource and referral (27%).
- More employees provide flexible spending accounts (54%) than any other form of financial support
- Many employers responding to this survey offer indirect services including employee assistance programs (64%) and parent education classes and seminars (46%) to assist employees and their families.

RTD ALTERNATIVES FOR THE COMMUTE TO WORK

Employees often take alternative transportation to work, but that changes when they have children. To help reduce the distress of commuter driving, consider these family friendly programs from RTD.

ECO PASS

It's Ecological. It's Economical. It's the first program of its kind to be offered to businesses. The Eco Pass is an annual I.D. bus pass that businesses provide to all employees as the ultimate alternative transportation benefit. And because it's offered to all employees, the price per pass is incredibly low. The Eco Pass permits employees to use any regular RTD service and also includes a "Guaranteed Ride home" by taxi in case of emergencies.

COMMUTER CHECK

Companies of all sizes can help employees pay for transit fares by providing Commuter Check transit vouchers. This is a tax-free program that is as simple as it is smart. Companies purchase these vouchers and give them to their employees to help pay for monthly passes and FareSaver ticketbooks at major supermarkets and RTD sales outlets.

EMPLOYER OUTLET PROGRAM

Larger companies can serve as an RTD Employer Pass Outlet. RTD delivers monthly passes and FareSaver ticketbooks directly to the employers. As a convenience or a benefit, employers then give, discount or sell RTD passes to their employees. Passes are purchased on consignment with companies paying for only what they use. Providing passes and ticketbooks to employees is an alternative that is guaranteed to increase the use of transit.

PASS-BY-MAIL

RTD's Pass-By-Mail program makes it easy for smaller companies to purchase monthly passes and FareSaver ticketbooks via U.S. mail. Orders are placed monthly (before the 15th) using a simple mail-in form. Passes are then mailed to your company before the end of the month, in plenty of time for distribution.

CARPOOL AND VANPOOL FORMATION ASSISTANCE

Sharing the ride to work is one of the most economical, convenient and enjoyable ways to commute. RideArrangers makes it easy for individuals to locate a carpool, and for companies to start their own carpool and vanpool programs. From providing customized carpool partner lists, to offering tips on carpool etiquette, to arranging vanpool driver training, RideArrangers has everything you need to begin a successful rideshare program.

THE GUARANTEED RIDE HOME

RideArrangers offers this unique program to companies that want to give their employees peace of mind when using alternative modes of transportation. The Guaranteed Ride

Home Program provides free taxi service in the event of an emergency or unplanned change in schedule to employees who carpool, vanpool, take the bus or bicycle to work. It's the ultimate alternative transportation insurance policy

ALTERNATIVE TRANSPORTATION PROGRAMS FOR BUSINESS

Smart commuters know that finding an alternative to driving alone saves them money while reducing air pollution and traffic congestion. Today, smart companies are also discovering that it makes good business sense to support alternative transportation programs - programs that are environmentally sound and, at the same time, economical for both the employer and employee.

That's why the Regional Transportation District (RTD) and the Denver Regional Council of Governments (DRCOG) have teamed up to offer a complete line of alternative transportation options. Whether you're interested in transit, carpooling, vanpooling or other alternative modes, RTD and DRCOG's RideArrangers will provide you with the information and assistance you need to make the best choice in selecting an alternative transportation program for your company.

CONSIDER THIS . . .

You can make a difference. By encouraging your company to support an alternative transportation program for its employees, you can join the hundreds of other organizations who have already made such a commitment. And a company that stands behind its employees is more productive, profitable and proud.

Supporting alternative modes also helps protect our environment. For every 100 employees who use alternative modes to commute, 30,000 trips are eliminated, 250,000 less miles are driven, 15,000 gallons of fuel are saved and 10 tons of pollutants are removed from the air each year.

All it takes is one phone call to get the wheels rolling. Transportation consultants are available to visit your company, evaluate the options and help develop the perfect program. Just call RTD at 299-2122 or RideArrangers at 455-1000 to set up an appointment and help your company consider the alternatives.

Consider the Alternatives

RTD

RideArrangers DRCOG

CHILD AND ELDER CARE ASSISTANCE SURVEY

Below is a list of optional forms of child and elder care assistance. Check the ones which apply to your business.

WORK/FAMILY TASK FORCE	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
NEEDS ASSESSMENT	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
Child Care	COMMENTS: _____			
Elder Care	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
WORK/FAMILY PERSONNEL POLICIES	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
Maternity Leave	COMMENTS: _____			
Paternity Leave	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Family Care Leave (For care of family members)	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Family Sick Leave (For personal and family member illnesses)	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Flexible Work Hours/Scheduling As Needed	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
On-going	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Flexible Workplace (i.e. work at home)/Telecommuting As Needed	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
On-going	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Job Sharing	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Part-Time with Benefits	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
DIRECT SERVICES				
Resource and Referral Service (Note who provides service)	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
Child Care	COMMENTS: _____			
SERVICE PROVIDED BY: _____				
Elder Care	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
SERVICE PROVIDED BY: _____	COMMENTS: _____			
Child Care Facility	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
Company-sponsored	COMMENTS: _____			
Consortium-sponsored	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Care for Mildly-ill Children	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Emergency Child Care	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				
Lactation Lounge	<input type="checkbox"/> RESEARCHING	<input type="checkbox"/> IMPLEMENTED	<input type="checkbox"/> DISCONTINUED	<input type="checkbox"/> NOT CONSIDERING
COMMENTS: _____				

FINANCIAL SUPPORT
Flexible Spending Account

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Cafeteria Plan Offering Child/Elder Care Financial Assistance

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Adoption Assistance

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Vouchers and Subsidies (Please specify type of service, i.e., well child care, sick child care, elder care)

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Vendor Discounts

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

INDIRECT SERVICES
Employee Assistance Program

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Parent Education Classes

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Seminars (1-2 Hour Presentations)

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Handouts

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Other (pls. specify) _____

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Pre-natal Education Classes

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Seminars

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Handouts

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Other (pls. specify) _____

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Management Training on Work/Family Issues

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

COMMUNITY OUTREACH
Provider Recruitment

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

In-Kind Support/Contributions

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Corporate Contributions

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

OTHER (pls. specify) _____

☐ RESEARCHING ☐ IMPLEMENTED ☐ DISCONTINUED ☐ NOT CONSIDERING
COMMENTS: _____

Additional Comments

PLEASE PRINT

Employer _____ Contact _____ Phone # _____

Attach bottom half of cover letter and return in stamped, self-addressed envelope by Friday, February 14, to
First Impressions, Governor's Office, 136 State Capital Bldg., Denver, CO 80203.

SECTION II

EMPLOYERS

ADAMS COUNTY
450 S. 4th Avenue, Brighton, CO 80601

Contact Person: Robert Millsap - 659-2120

Type of Business: County Government
No. of Employees: 1450

Multi-site

Work/Family Personnel Policies Provided

- family leave
- family sick leave
- flexible work hours - as needed & ongoing

Financial Support Provided

- flexible spending account
- vendor discounts

Community Outreach

- in-kind support/contributions

ADAMS COUNTY SCHOOL DISTRICT 14
4720 E. 69th Ave., Commerce City, CO 80022

Contact Person: Kathy Luevano - 289-3942

Type of Business: School District
No. of Employees: 700

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- part-time with benefits

Direct Services Provided

- company-sponsored child care facility

Financial Support Provided

- cafeteria plan

Indirect Services Provided

- employee assistance plan
- parent education classes, seminars and handouts

Community Outreach

- provider recruitment

AFFILIATED BANKSHARES OF COLORADO, INC.
1125 17th Street, Suite 150C, Denver, CO 80202

Contact Person: Barb Kelly - 296-7788

Type of Business: Bank Holding Company
No. of Employees: 150 Denver / 900 Denver-metro area **Multi-site**

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- jobsharing - limited usage
- flexible work hours - as needed & ongoing available in some areas
- paternity leave - may use admin. leave
- family care leave - may use admin. leave
- part-time with benefits

Financial Support Provided

- flexible spending account
- cafeteria plan with child/elder care - through tax benefit

Indirect Services Provided

- parent education- classes
- prenatal education - classes

Other

- child care resource book for employees' use

AMERICAN EXPRESS

181 Inverness Drive West, Englewood, CO 80127

Contact Person: Mary Ann Looby - 488-8309

Type of Business: Financial Service
No. of Employees: 900 **Multi-site**

Work/Family Task Force implemented

Child Care Needs Assessment completed

Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave - under salary continuation
- paternity leave - under family leave
- family care leave - under family leave
- family sick care leave - under sick leave and salary continuation

Direct Services Provided

- child care resource and referral service

Financial Support Provided

- cafeteria plan with child/elder care financial assistance
- vouchers and subsidies for dependent care
- adoption assistance

Indirect Services Provided

- employee assistance program
- parent education seminars, handouts
- management training on work/family issues

Community Outreach

- in-kind support/contribution
- corporate contributions

AMOCO PRODUCTION COMPANY
1870 Broadway, P.O. Box 800, Denver, CO 80201

Contact Person: David Siporin - 830-4141

Type of Business: Oil or Gas

No. of Employees: 1600

Multi-site

Work/Family Task Force implemented

Child Care Needs Assessment completed

Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- flexible work hours - ongoing
- jobsharing - limited basis
- flexible workplace - as needed, limited basis

Direct Services Provided

- child care resource & referral service

Indirect Services Provided

- employee assistance program

ARTHUR ANDERSON
717 17th St., Suite 1900, Denver, CO 80202

Contact Person: Michael D. West - 291-9204

Type of Business: Public Accounting
No. of Employees: 460

Single Site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies

- maternity leave
- family sick leave
- part-time with benefits
- paternity leave
- job sharing
- flexible work hours as needed, on-going

Direct Services Provided

- child care resource and referral service
- elder care service

Financial Support Provided

- flexible spending account
- adoption assistance
- cafeteria plan
- vendor discounts

Indirect Services Provided

- management training on work/family issues

Community Outreach

- in-kind support/contributions
- corporate contributions

AT & T
1875 Lawrence St. Denver, CO 80202

Contact Person: Helen Anderson - 298-6165

Type of Business: Communications

No. of Employees: 9,800 in Colorado

Multi-Site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours/ongoing
- job sharing consider as two part-time jobs
- flexible workplace - formal policy starting Summer, 1992
- paternity leave
- family sick leave
- part-time with benefits

Direct Services Provided

- care for mildly ill children
- emergency child care
- child care resource & referral service
- consortium sponsored child care

Financial Support Provided

- adoption assistance
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education seminars and handouts

Community Outreach

- provider recruitment
- corporate contributions

AURORA NATIONAL BANK
10660 E. Colfax Ave. Aurora, CO 80010

Contact Person: Carol Thomas - 384-7671

Type of Business: Financial
No. of Employees: 91

Single site

Work/Family Personnel Policies
• maternity leave

Indirect Services Provided
• employee assistance program

BANK OF BOULDER
3033 Iris Ave. Boulder, CO 80004

Contact Person: Lance Enholm - 938-4601

Type of Business: Financial
No. of Employees: 198

Single site

Work/Family Personnel Policies Provided
• flexible work hours, on-going
• flexible work place, on-going
• part-time with benefits

Direct Services Provided
• care for mildly-ill children
• emergency child care

Financial Support Provided
• flexible spending account
• vendor discounts

Indirect Services Provided
• vacation camps, provided thru BBDCA
• pre-natal education classes

BETA WEST
1999 Broadway, Suite 2000, Denver, CO 80202

Contact Person: Kerry Heurlin - 292-7082

Type of Business: Real Estate
No. of Employees: 177

Multi-site

Work/Family Personnel Policies Provided

- family care leave
- part-time with benefits

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance provided

BLUE CROSS BLUE SHIELD
700 Broadway, Denver, CO 80237

Contact Person: Katherine Sigler - 831-2106

Type of Business: Insurance
No. of Employees: 1200 Colorado/2100 Nationwide

Multi-site

Work/Family Personnel Policies

- maternity leave
- family sick leave
- flexible workplace, on-going
- part-time with benefits
- paternity leave
- flexible work hours, on-going
- job sharing

Direct Services Provided

- lactation lounge

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education classes, seminars, handouts
- pre-natal education classes, seminars, handouts
- exercise counseling

BOULDER COUNTY
P.O. Box 471, Boulder, Colorado 80306

Contact Person: Peggy Jackson - 441-3589

Type of Business: County Government
No. of Employees: 1200

Multi-site

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- jobsharing
- flexible work hours - as needed & ongoing
- paternity leave
- family sick leave
- part-time with benefits

Direct Services Provided

- child care resource & referral service
- elder care resource & referral service
- care for mildly ill children

Financial Support Provided

- flexible spending account
- vendor discounts
- subsidies for sick child care

Indirect Services Provided

- parent education - handouts, seminars
- prenatal education - handouts
- flexible workplace (pilot project January, 1991)

BOULDER PUBLISHING, INC.
1048 Pearl Street, Boulder, CO 80302

Contact Person: Dani Ross - 442-1202

Type of Business: Publishing
No. of Employees: 300

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours

Direct Services Provided

- care for mildly-ill children
- emergency child care
- lactation lounge

Financial Support Provided

- flexible spending account

Indirect Services Provided

- parent education seminars

BOULDER VALLEY SCHOOLS
P.O. Box 9011, Boulder, CO 80027

Contact Person: Joan Russell - 447-5252

Type of Business: School District

No. of Employees: 2700

Multi-site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- | | |
|---------------------------|-------------------------|
| • maternity leave | • family care leave |
| • family sick leave | • flexible work hours - |
| • jobsharing | as needed & ongoing |
| • part-time with benefits | |

Direct Services Provided

- child care facility - employer sponsored

Financial Support Provided

- flexible spending account

Indirect Services Provided

- parent education - classes (Community School)
- prenatal education - classes, seminars (Community School)

Community Outreach

- in-kind support/contributions - facility use

CELLULAR ONE
1001 16th St., Suite C-1, Denver, CO 80265

Contact Person: Ginger Cooke - 573-3271

Type of Business: Cellular Communications

No. of Employees: 211

Multi-site

Work/Family Personnel Policies

- maternity leave
- paternity leave
- part-time with benefits

Indirect Services Provided

- employee assistance program

Community Outreach

- provider recruitment
- in-kind support
- corporate contributions

CENTRAL PRODUCTS COMPANY
1095 S. 4th Avenue, Brighton, CO 80601

Contact Person: Debbie Monarch - 654-0500

Type of Business: Manufacturer

No. of Employees: 215

Single site

Work/Family Task Force Implemented

Work/Family Personnel Policies Provided

- maternity leave

Direct Services Provided

- child care resource & referral service

Indirect Services Provided

- employee assistance program



CHILDREN'S HOSPITAL
1056 E. 19th Avenue, Denver, CO 80218

Contact Person: Stephen Buker - 861-6577

Type of Business: Hospital
No. of Employees: 2000

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work place
- part-time with benefits
- paternity leave
- flexible work hours — on-going
- job sharing

Direct Services Provided

- child care resource & referral service
- elder care resource & referral service

Financial Support Provided

- flexible spending account
- vendor discounts
- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts
- family resource center

Other

- adoption leave

CITY & COUNTY OF DENVER
303 W. Colfax Ave., Suite 1600, Denver, CO 80204

Contact Person: Martha Daley - 640-2731

Type of Business: City Government
No. of Employees: 11,000

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- jobsharing
- flexible work hours - as needed, on-going, each agency different
- paternity leave
- family sick leave
- part-time with benefits - pro-rated
- flexible workplace - as needed, rarely

Direct Services Provided

- child care information & referral - in-house
- child care facility at Stapleton Airport

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - classes, handouts

CITY OF BOULDER
P.O. Box 791, Boulder, CO 80306

Contact Person: Bruce Atchison - 441-3180

Type of Business: City Government
No. of Employees: 800

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- jobsharing
- flexible workplace - as needed
- flexible work hours - as needed & ongoing
- paternity leave
- family sick leave
- part-time with benefits

Direct Services Provided

- child care resource & referral service

Financial Support

- flexible spending account
- cafeteria plan with child/elder care financial assistance

Indirect Services Provided

- employee assistance program
- parent education - seminars, handouts
- management training on work/family issues

Community Outreach

- provider recruitment
- in-kind support/contributions

COBE LABORATORIES, INC.

1185 Oak Street, Lakewood, CO 80215

Contact Person: Kathy Matson - 321-4888

Type of Business: Medical Manufacturing

No. of Employees: 2400

Multi-site

Work/Family Task Force implemented

Child Care Needs Assessment completed

Elder Care Need Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave - 30 days unpaid personal leave
- family care leave - 30 days unpaid personal leave
- flexible work hours - as needed & ongoing
- part-time with benefits
- family sick leave

Financial Support Provided

- adoption assistance
- vendor discounts

Indirect Service Provided

- employee assistance program
- parent education classes, seminars, handouts

COLORADO CHRISTIAN HOME
4325 W. 29th Ave., Denver, CO 80212

Contact Person: Sharon Carr - 433-2541

Type of Business: Residential treatment center for emotionally disturbed children

No. of Employees: 144

Multi-site

Work/Family Task Force implemented

Work/Family Personnel Policies

- maternity leave
- family sick leave
- paternity leave

Financial Support Provided

- adoption assistance

Indirect Services Provided

- employee assistance program
- parent education classes, handouts, seminars
- pre-natal handouts
- management training on work/family issues

Community Outreach

- provider recruitment
- corporate contributions
- In-kind support/contributions

COLORADO HOUSING AND FINANCE AUTHORITY
1981 Blake Street, Denver, CO 80202-1272

Contact Person: Mary E. Dugger - 297-7338

Type of Business: Financing

No. of Employees: 105

Single Site

Work Family Task Force implemented

Child Care Needs Assessment completed

Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave, under medical leave
- paternity leave, under medical leave
- family care leave, under medical leave
- family sick leave
- flexible work hours, ongoing
- flexible workplace, as viable

Direct Services Provided

- child care resource and referral service

Financial Support Provided

- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education classes, seminars, handouts

COLORADO NATIONAL BANKSHARES
P.O. Box 5166, Denver, CO 80217

Contact Person: Lois Reffel - 892-4205

Type of Business: Financial

No. of Employees: 2750

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave - use sick leave
- family sick leave - use sick leave
- flexible work hours - as needed, limited
- part-time with benefits
- paternity leave

Direct Services Provided

- child care resource and referral service
- consortium sponsored child care facility

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Service Provided

- employee assistance program
- parent education - classes, seminars, handouts

CONTINENTAL AIRLINES
8250 Smith Road, Suite 227, Denver, CO 80207

Contact Person: Debra Weinberg - 398-3992

Type of Business: Airline Travel
No. of Employees: 7,000 state

Single Site

Child Care Needs Assessment implemented

Work Family Personnel Policies Provided

- maternity leave
- family sick leave
- part-time with benefits - some departments
- paternity leave
- job sharing - some departments

Direct Services Provided

- child care resource & referral
- child care facility company sponsored

Financial Support Provided

- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education seminars, handouts
- management training on work/family issues

COORS BREWING COMPANY
Employee Communications, NH332, Golden, CO 80401

Contact Person: Nancy Colligan - 277-3848

Type of Business: Manufacturing
No. of Employees: 11,000

Multi-site

Child Care/Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible workplace - as needed
- part-time with benefits
- family care leave
- flexible work hours - as needed
- jobsharing

Direct Services

- child care resource & referral service
- lactation lounge

Financial Support Provided

- flexible spending account
- adoption assistance

Indirect Services

- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, handouts

Community Outreach

- provider recruitment
- in-kind support/contributions
- corporate contributions

CRAIG HOSPITAL
3425 S. Clarkson, Englewood, CO 80110

Contact Person: Kevin McVeigh - 789-8412

Type of Business: Health care

No. of Employees: 500

Single site

Child Care Needs Assessment implemented

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave - can use time as needed
- family sick leave - can use time as needed
- job - sharing
- part-time with benefits

Direct Services Provided

- company sponsored child care facility

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program
- parent education classes, seminars, handouts

DAIN BOSWORTH, INC.
1225 17th St., Suite 1800, Denver, CO 80202

Contact Person: Valerie Netols - 294-7302

Work Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours, on-going
- paternity leave
- family sick leave
- job sharing

Direct Services Provided

- child care resource and referral

Financial Support Provided

- flexible spending account
- vendor discounts
- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education, handouts

Community Outreach

- In-kind support/contributions
- corporate contributions

DAMES & MOORE
1125 17th St., Suite 1200, Denver, CO 80202

Contact Person: Sheryl A. Adams - 294-9100

Type of Business: Consulting/Engineering

No. of Employees: 135

Single Site

Work/Family Personnel Policies

- maternity leave
- flexible work hours, on - going
- part-time with benefits
- family sick leave
- flexible workplace, on - going

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- management training on work/family issues

DENVER BUSINESS JOURNAL
1700 Broadway, Suite 515, Denver, CO 80290

Contact Person: Laurie Paternoster - 837-3500

Type of Business: Newspaper

No. of Employees: 32

Single site

Work/Family Personnel Policies Provided

- family sick leave
- flexible work hours
- flexible workplace

Financial Support Provided

- cafeteria plan

DENVER CENTER FOR PERFORMING ARTS
1245 Champa, Denver, CO 80204

Contact Person: Karyn Browne - 893-4000

Type of Business: Performing Arts

No. of Employees: 120

Multi-site

Work/Family Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours
- job sharing

Financial Support Provided

- flexible spending account

DENVER PARTNERSHIP
511 16th St., Suite 200, Denver, CO 80202

Contact Person: Jim Bernuth - 534-6161

Type of Business: Advocacy for Downtown Denver

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- part-time with benefits

Financial Support Provided

- flexible spending account
- cafeteria plan

DENVER POST
1560 Broadway, Denver, CO 80202

Contact Person: Jim Banman - 820-1227

Type of Business: Newspaper Publishing

No. of Employees: 1600

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- flexible work hours - as needed & ongoing, some dept.
- jobsharing - limited basis

Direct Services Provide

- child care resource and referral
- consortium sponsored child care

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program

Community Outreach

- corporate contributions

DENVER WATER DEPARTMENT
1600 W. 12th Street, Denver, CO 80254

Contact Person: Jim Crockett - 628-6311

Type of Business: Water Utility
No. of Employees: 1000

Multi-site

Work Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours
- paternity leave
- family sick leave
- part-time with benefits

Direct Services

- child care resource & referral service - in house

Financial Support Provided

- flexible spending account
- cafeteria plan

Indirect Services Provided

- employee assistance plan
- parent education - handouts

DEPARTMENT OF VETERANS AFFAIRS MEDICAL CENTER
1055 Clermont St., Denver, CO 80220

Contact Person: Judy Marsden - 393-4659

Type of Business: Medical Center
No. of Employees: 2100

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- part-time with benefits
- paternity leave
- family sick leave

Indirect Services Provided

- employee assistance provided
- management training on work/family issues

Community Outreach

- provider recruitment

DIKON PAPER COMPANY
55 Madison Street, Suite 800, Denver, CO 80206

Contact Person: Diane Palmer - 329-6644

Type of Business: Wholesale
No. of Employees: 650

Multi-site

Financial Support Provided
• vendor discounts

Indirect Services Provided
• employee assistance program
• parent education, seminars, handouts
• management training on work/family issues

DMLM
410 17th St., Suite 300, Denver, CO 80202

Contact Person: Dolly Kelly - 892-1300

Type of Business: Architect/Engineering
No. of Employees: 68

Multi-site

Work/Family Personnel Policies Provided
• maternity leave
• family sick leave
• flexible work hours
• flexible workplace
• part-time with benefits

Indirect Services Provided
• parent education handouts

Community Outreach
• corporate contributions

EG&G ROCKY FLATS, INC.
P.O. Box 484, Golden, CO 80402

Contact Person: Marlene Elanbaas - 966-4166

Type of Business: Manufacturing
No. of Employees: 6300

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave

Indirect Services Provided

- employee assistance program

ERIC GROUP, INC.
7257 So. Tucson Way, Englewood, CO 80112

Contact Person: Shirley Chambliss - 792-9441

Type of Business: Environmental Risk Insurance
No. of Employees: 150

Single Site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- job sharing
- paternity leave
- family sick leave
- part-time with benefits

Direct Services Provided

- child care resource and referral

Financial Support Provided

- vendor discounts

Indirect Services Provided

- management training on work/family issues

Community Outreach

- corporate contributions

EXABYTE CORPORATION
1685 38th Street, Boulder, CO 80301

Contact Person: Jodi Rubendall-Porter - 447-7393

Type of Business: Manufacturing
No. of Employees: 575

Single site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- part-time with benefits
- paternity leave
- flexible workplace

Direct Services Provided

- child care resource and referral service
- onsortium sponsored child care facility
- care for mildly-ill children
- emergency child care - subsidize local providers

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program

EXPLOSIVE FABRICATORS
1301 Courtesy Road, Louisville, CO 80027

Contact Person: Cheryl Muench - 666-6551

Type of Business: Manufacturing
No. of Employees: 123

Multi-site

Work/Family Personnel Policies Provided

- maternity leave

Indirect Services Provided

- employee assistance plan

FAEGRE & BENSON
370 17 St., Suite 2500, Denver, CO 80202

Contact Person: Gail Pierce - 592-5900

Type of Business: Law Firm

No. of Employees: 80

Single site

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- job sharing
- part-time with benefits

Community Outreach

- corporate contributions

FIRSTBANKS OF COLORADO
10403 W. Colfax Avenue, Lakewood, Co 80215

Contact Person: Ron Brentnall- 235-1222

Type of Business: Bank Holding Company

No. of Employees: 1000

Multi-site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- part-time with benefits

Direct Services Provided

- lactation lounge

Financial Support Provided

- cafeteria plan
- adoption assistance

Indirect Services Provided

- pre-natal education, handouts

FIRST FEDERAL SAVINGS BANK
215 S. Wadsworth Boulevard, Lakewood, Co 80226

Contact Person: Patricia McMillan - 232-2121

Type of Business: Financial

No. of Employees: 300

Multi-site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours - as needed & ongoing
- paternity leave
- part-time with benefits

Financial Support Provided

- cafeteria plan with child/elder care financial assist.

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach

- provider recruitment
- corporate contributions
- in-kind support/contributions

FIRST INTERSTATE BANK OF DENVER
633 17th Street, Denver, Co 80270

Contact Person: Cheryl Miller - 293-5266

Type of Business: Financial

No. of Employees: 1000

Single site

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours - as needed & ongoing
- flexible workplace
- part-time with benefits
- paternity leave
- family sick leave
- jobsharing

Direct Services

- lactation lounge

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach

- in-kind support/contributions
- corporate contributions

FIRST TRUST CORPORATION
P.O. Box 173331, Denver, Co 80217

Contact Person: Marilyn Gallup - 294-5726

Type of Business: Trust Administration

No. of Employees: 450

Single site

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- flexible workplace - as needed & ongoing
- jobsharing
- part-time with benefits

Direct Services Provided

- lactation lounge

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program - case-by-case
- parent education - classes, seminars, handouts

Community Outreach

- corporate contributions

GATES RUBBER COMPANY
900 S. Broadway, Denver, Co 80202

Contact Person: Robin Kane - 744-5380

Type of Business: Rubber Products Manufacturer
No. of Employees: 1000 Denver/18,000 worldwide

Multi-site

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave - under disability leave
- family care leave
- flexible work hours - as needed & ongoing
- family sick leave
- part-time with benefits

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program
- KID Foundation development assessment for employees children
- parent education classes

Community Outreach

- corporate contributions

GENSLER AND ASSOCIATES
1616 Glenarm Place, P-200, Denver, CO 80202

Contact Person: Linda Nelson - 595-8585

Type of Business: Architectural Interior Design
No. of Employees: 40

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- flexible work hours/scheduling
- part-time with benefits

Indirect Services Provided

- employee assistance program

Community Outreach

- in-kind support/contributions
- corporate contributions

HOLME ROBERTS AND OWENS
1700 Lincoln St., Suite 4100, Denver, CO 80203

Contact Person: Maggie Lane - 861-7000 x 626

Type of Business: Law Firm
No. of Employees: 455

Multi-site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- job sharing
- part-time with benefits, limited basis

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program
- parent education, seminars and handouts
- management training on work/family issues

Community Outreach

- corporate contributions

HOWARD LIFE INSURANCE COMPANY
12265 W. Bayaud Avenue, Lakewood, CO 80228

Contact Person: Jeanette Givens - 989-9700

Type of Business: Insurance
No. of Employees: 37

Single site

Work/Family Personnel Policies Provided

- maternity leave
- part-time with benefits

JONES INTERCABLE, INC.
9697 E. Mineral Avenue, Englewood, CO 80112

Contact Person: Bob Schulz - 792-3111

Type of Business: Cable TV
No. of Employees: 3500

Multi-site

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours, on-going, on limited basis
- part-time with benefits
- paternity leave
- family sick leave

Financial Support Provided

- flexible spending account
- adoption assistance

Indirect Services Provided

- employee assistance program

KAISER PERMANENTE
10350 E. Dakota Avenue, Denver, Co 80231

Contact Person: Gayle Landis - 344-7664

Type of Business: Health Care
No. of Employees: 2000

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- part-time with benefits

Direct Services Provided

- child care resource & referral service
- elder care resource & referral

Financial Support

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- prenatal classes - classes, seminars, handouts

Community Outreach

- provider recruitment
- corporate contributions
- in-kind support/contributions

KCNC-TV
1044 Lincoln, Denver, CO 80203

Contact Person: Joyce Jorensen, 830-6507

Type of Business: Television

No. of Employees: 206

Single site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours, on-going
- flexible workplace, on-going
- job sharing
- part-time with benefits

Financial Support Provided

- flexible spending account
- cafeteria plan

KING SOOPERS
65 Tejon, Denver, CO 80217

Contact Person: Cindy Correa - 778-3145

Type of Business: Grocery

No. of Employees: 14,000

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- flexible work hours, on-going

KIRKLAND AND ELLIS
1999 Broadway, Denver, CO 80202

Contact Person: Margurite Flanagan - 291-3040

Type of Business: Law Firm

No. of Employees: 130

Single site in CO

Work/Family Personnel Policies Provided

- maternity leave
- flexible work hours, on-going
- part-time with benefits
- family sick leave
- job sharing

Direct Services Provided

- lactation lounge

Financial Support Provided

- cafeteria plan

Community Outreach

- in-kind support contributions
- corporate contributions

KMGH-TV, MCGRAW HILL BROADCASTING
123 Speer Blvd., Denver, CO 80203

Contact Person: Jan Maaske - 832-7777

Type of Business: Broadcasting

No. of Employees: 160

Single site

Child Care Needs Assessment completed

Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family sick leave
- flexible work hours
- part-time with benefits

Direct Services Provided

- child care resource and referral
- elder care resource and referral

Financial Support Provided

- vendor discounts

KN ENERGY, INC.
P.O. Box 15265, Lakewood, CO 80215

Contact Person: Verlyn Perkins - 989-1740

Type of Business: Natural Gas Pipeline

No. of Employees: 1800

Multi-site (7 states)

Work/Family Personnel Policies Provided

- maternity leave - part of disability program
- family care leave
- flexible workplace - as needed
- flexible work hours - as needed, only some departments
- family sick leave
- jobsharing

Direct Services Provided

- emergency child care - as part of health plan

Financial Support Provided

- flexible spending account
- cafeteria plan with child/elder care financial assistance
- vendor discounts - through purchasing department

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach

- provider recruitment
- corporate giving
- in-kind support/contributions

KPMG PEAT MARWICK
2300 ARCO Tower, 707 17th Street, Denver, CO 80202

Contact Person: Jan Hazlett - 296-2323

Type of Business: Public Accounting

No. of Employees: 180 Colorado/135 worldwide

Single Site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave - short term disability
- flexible work hours, on-going
- flexible workplace
- jobsharing

Indirect Service Provided

- employee assistance program

Community Outreach

- corporate contributions

KRMA-TV
1261 Glenarm Place, Denver, CO 80204

Contact Person: James Morgese - 892-6666

Type of Business: Broadcasting

No. of Employees: 60

Single site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- flexible work hours
- flexible work place

Indirect Services Provided

- parent education, handouts

KWGN-TV
6160 S. Wabash Way, Englewood, CO 80110

Contact Person: Dona Rubbo - 740-2840

Type of Business: Television Station
No. of Employees: 118

Single Site

Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours - as needed, limited basis

Direct Services Provided

- lactation lounge

Financial Support Provided

- flexible spending accounts
- cafeteria plan

Indirect Services Provided

- employee assistance program

LEPRINO FOODS
P.O. Box 173400, Denver, CO 80217-3400

Contact Person: Stephanie Taylor - 480-2887

Type of Business: Food manufacturing, distribution
No. of Employees: 500

Multi-site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- family sick leave
- flexible work hours

Financial Support Provided

- flexible spending account

Indirect Services Provided

- parent education classes, seminars

Community Outreach

- provider recruitment

LUTHERAN MEDICAL CENTER
8300 W. 38th Ave., Wheat Ridge, CO 80033

Contact Person: Janet J. Wagner -- 425-2416

Type of Business: Medical Center
No. of Employees: 2361

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- flexible work hours, limited
- job sharing, limited
- part-time with benefits

Direct Services Provided

- company sponsored child care facility

Financial Support Provided

- flexible spending account
- cafeteria plan
- voucher and subsidies

Indirect Services Provided

- employee assistance program
- parent education classes, seminars, handouts
- pre-natal education, seminars, handouts
- management training on work/family issues

Community Outreach

- provider recruitment
- in-kind support

M.A. MORTENSON, CO.
1875 Lawrence, Suite 600, Denver, CO 80202

Contact Person: Allan Fries - 295-2511

Type of Business: Contracting Firm
No. of Employees: 72

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours
- flexible workplace, on-going

Indirect Services Provided

- parent education seminars

Community Outreach

- in-kind support

MANVILLE CORPORATION
P.O. Box 5108, Denver, CO 80217

Contact Person: C. J. Perez - 978-3299

Type of Business: Manufacturing

No. of Employees: 1100 Denver (18,000 worldwide)

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave - use personal sick leave
- flexible work hours - as needed & ongoing
- flexible workplace - as needed & ongoing
- part-time with benefits

Direct Services Provided

- child care resource and referral service
- elder care resource & referral service
- consortium-sponsored child care
- lactation lounge

Financial Support Provided

- flexible spending account
- cafeteria plan with child/elder care financial assistance
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts

Community Outreach

- provider recruitment - through R&R contracts
- in-kind support/contributions
- corporate contributions

Other

- work/family resource library for employees' use
- teen-line service

MARTIN MARIETTA ASTRONAUTICS
P.O. Box 179, Denver, CO 80201

Contact Person: Carolyn Aldorfer - 977-4460

Type of Business: Manufacturing
No. of Employees: 9,000

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies

- maternity leave
- family sick leave
- part-time with benefits
- paternity leave
- flexible work hours

Financial Support Provided

- vendor discounts

Indirect Services Provided

- employee assistance provided
- parent education classes, seminars, handouts
- management training on work/family issues

Community Outreach

- in-kind support
- corporate contributions

MATHIS LAW FIRM
1999 Broadway, Suite 2605, Denver, CO 80202

Contact Person: Karen Mathis - 296-3300

Type of Business: Law Firm
No. of Employees: 21

Single site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours, on-going
- job sharing
- paternity leave
- family sick leave
- flexible workplace, on-going
- part-time with benefits

Financial Support Provided

- adoption assistance

Indirect Services Provided

- employee assistance program

Community Outreach

- provider recruitment
- in-kind support

METRO WASTEWATER RECLAMATION DISTRICT
5450 York, Denver, CO 80229

Contact Person: Jim Osberg - 289-5941

Type of Business: Wastewater Sewage Treatment

No. of employees: 355

Single site

Work/Family Task Force

- maternity leave
- family sick leave
- part-time with benefits

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program
- management training on work/family issues

MOUNTAIN MEDICAL EQUIPMENT
10486 W. Centennial, Littleton, CO 80127

Contact Person: Deb Payne - 933-8010

Type of Business: Manufacturing, Medical Equipment

No. of Employees: 185

Single site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- part-time with benefits

NATIONAL CIVIC LEAGUE
1445 Market St., No. 300, Denver, CO 80202

Contact Person: John W. Amberg - 571-4343

Type of Business: Civic Organization

No. of Employees: 9

Single site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours
- flexible workplace

NATIONAL JEWISH IMMUNOLOGY & RESPIRATORY CENTER
1400 Jackson Street, G110, Denver, CO 80206

Contact Person: Doris Cowan - 398-1037

Type of Business: Research Hospital

No. of Employees: 1300

Single Site

Work/Family Task Force implemented

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing
- part-time with benefits

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars

Other

- child care reference notebook for employees' use

NORDSTROM CREDIT, INC.
P.O. Box 8563, Englewood, Co 80155

Contact Person: Sandra Thalberg - 397-4706

Type of Business: Retail

No. of Employees: 195

Multi-site (out of state)

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- part-time with benefits
- flexible work hours - as needed & ongoing
- paternity leave
- family sick leave

Direct Services Provided

- lactation lounge

Financial Support Provided

- adoption assistance
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - seminars, handouts
- pre-natal education, seminars, handouts
- pre-natal 24 hour hotline

Community Outreach

- in-kind support/contributions
- corporate contributions

NORGREN**5400 S. Delaware, Littleton, CO****Contact Person: F. Hammer - 794-2611****Type of Business: Manufacturing****No. of Employees: 630****Multi-site****Work/Family Personnel Policies Provided**

- maternity leave
- family sick leave
- part-time with benefits
- family care leave
- job sharing

Financial Support Provided

- flexible spending account
- vendor discounts
- adoption assistance

Indirect Services Provided

- parent education classes, handouts

Community Outreach

- in-kind support
- corporate contributions

NORWEST BANKS**1700 Lincoln Street, Denver, CO 80274****Contact Person: Katie Johnson - 863-5061****Type of Business: Financial Services****No. of Employees: 3500****Multi-site****Child Care Needs Assessment completed****Elder Care Needs Assessment completed****Work/Family Personnel Policies Provided**

- maternity leave - under short term disability
- paternity leave - short term personal leave
- family care leave - short term personal leave of absence
- family sick leave - limited to critical illness
- flexible work hours - as needed & ongoing
- flexible workplace - as needed
- jobsharing - limited
- part-time with benefits

Direct Services Provided

- child care resource and referral service

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - seminars, handouts
- management training on work/family issues

Community Outreach

- corporate contributions

Other

- workplace PTA

PACE MEMBERSHIP WAREHOUSE, INC.
5680 Greenwood Plaza Boulevard, Englewood, CO 80111

Contact Person: Lou Lazo - 843-8516

Type of Business: Cash/Carry Membership Warehouse

No. of Employees: 12,000

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- flexible work hours
- flexible workplace - as needed, case-by-case

Financial Support Provided

- flexible spending account
- cafeteria plan
- adoption assistance
- vendor discounts

Indirect Services Provided

- employee assistance plan
- pre-natal education, handouts
- pre-natal video training

Community Outreach

- in-kind support/contributions

PORTER MEMORIAL HOSPITAL
2525 S. Downing Street, Denver, Co 80210

Contact Person: Rich Hegstad - 778-5279

Type of Business: Health Services
No. of Employees: 2000

Multi-site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- jobsharing
- family care leave
- flexible work place
- part-time with benefits

Direct Services Provided

- company sponsored child care
- emergency child care
- care for mildly ill children
- lactation lounge

Financial Support Provided

- flexible spending account
- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, seminars, handouts
- management training on work/family issues

Community Outreach

- corporate contributions

PROVENANT HEALTH PARTNERS
4231 W. 16th Avenue, Denver, CO 80204

Contact Person: David Black - 629-3773

Type of Business: Health Care
No. of Employees: 4,000

Multi-site

Work/Family Personnel Policies Provided

- maternity leave - under medical leave
- paternity leave - under personal leave
- family care leave - under personal leave
- family sick leave - under personal leave

Financial Support Provided

- flexible spending account

Indirect Services

- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, seminars, handouts

Community Outreach

- provider recruitment
- in-kind support/contributions
- corporate contributions

PUBLIC SERVICE COMPANY OF COLORADO
550 15th Street, Room 1090, Denver, Co 80202

Contact Person: Carol Powell - 294-2509

Type of Business: Public Utility

No. of Employees: 6600

Multi-site

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours - as needed, on-going
- paternity leave

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts
- pre-natal education, handouts

Community Outreach

- in-kind support/contributions
- corporate contributions

REGIONAL TRANSPORTATION DISTRICT
1600 Blake Street, Denver, CO 80202

Contact Person: Carla Elam-Floyd - 299-2356

Type of Business: Transportation

No. of Employees: 1400

Multi-site

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- flexible work hours - as needed, going
- jobsharing
- part-time with benefits

Financial Support Provided

- flexible spending account
- cafeteria plan

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts

REGIS UNIVERSITY
3333 Regis Blvd., Denver, CO 80221

Contact Person: Becky Zachmeier - 458-4198

Type of Business: Education

No. of Employees: 1000

Multi-site

Work/Family Task Force implemented

Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave - short term disability
- family sick leave
- flexible work hours - as needed, case by case
- flexible workplace - as needed, case by case
- part-time with benefits

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, hand-outs

RESOURCES TRUST COMPANY
8051 E. Maplewood Avenue, Englewood, CO 80111

Contact Person: Sally Nisler - 694-2917 x7066

Type of Business: Financial Services
No. of Employees: 170

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- flexible work hours - as needed & ongoing

Indirect Services Provided

- employee assistance program
- parent education - handouts

SCANTICON - DENVER
200 Inverness Drive West, Englewood, CO 80112

Contact Person: Susan Keener - 397-7051

Type of Business: Hotel
No. of Employees: 375

Single Site

Work Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- flexible work hours - as needed & ongoing

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education, classes, handouts
- management training on work/family task force

Community Outreach

- provider recruitment

SHERMAN & HOWARD
633 17th Street, Denver, CO 80202

Contact Person: Sue Mrva - 299-8009

Type of Business: Law Firm
No. of Employees: 395

Multi-site

Work/Family Task Force discontinued
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- family sick leave
- flexible work hours - as needed
- jobsharing

Direct Services Provided

- child care resource and referral
- elder care resource and referral

Financial Support Provided

- cafeteria plan

Indirect Services Provided

- employee assistance program

STATE OF COLORADO
1313 Sherman St., Room 119, Denver, CO 80203

Contact Person: Karen Fassler - 866-2455

Type of Business: State Government
No. of Employees: 27,000

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed
Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave
- jobsharing
- part-time with benefits
- flexible work hours - as needed & ongoing
- flexible workplace - as needed, informal arrangement

Direct Services Provided

- consortium sponsored child care facility
- lactation lounge

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education - seminars

Other

- child/caregiver fair
- seminars on elder care
- implemented leave sharing
- developing manager's awareness training
- elder caregiver fair
- developing a resource book

STORAGETEK

2270 S. 88th St., Louisville, CO 80028

Contact Person: Patrick Curran - 673-3069

Type of Business: High-Tech Storage Devices

No. of Employees: 5000

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave - short term medical leave
- family sick leave
- jobsharing - in some areas
- flexible work hours - as needed, in some areas
- flexible workplace - as needed, in some areas
- part-time with benefits

Direct Services Provided

- care for mildly ill children
- lactation lounge
- emergency child care
- child care facility - company sponsored

Financial Support Provided

- flexible spending account
- vendor discounts
- adoption assistance

Indirect Services Provided

- employee assistance program
- parent education - classes, seminars, handouts
- prenatal education - classes, seminars, handouts

Community Outreach

- corporate contributions

SYNERGEN, INC.
1885 33rd Street, Boulder, CO 80301

Contact Person: Laura Wallace - 938-6200

Type of Business: Biotechnology

No. of Employees: 175

Single Site

Child Care Needs Assessment completed

Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- jobsharing - limited
- flexible work hours - as needed & ongoing
- flexible workplace - as needed, occasionally
- paternity leave
- family sick leave
- part-time with benefits

Direct Services Provided

- resource and referral child care service
- care for mildly - ill children
- emergency child care

Financial Support Provided

- flexible spending account
- cafeteria plan with child/elder care financial assistance vouchers and subsidies

Indirect Services Provided

- employee assistance program

Community Outreach

- corporate contributions

SYNTEX CHEMICALS, INC.
2075 N. 55th St., Boulder, CO 80301

Contact Person: Robert Kavanaugh - 938-6410

Type of Business: Pharmaceutical Manufacturing
No. of Employees: 329

Single site

Child Care Needs Assessment implemented

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours
- part-time with benefits
- paternity leave
- family sick leave
- job sharing

Direct Services Provided

- emergency child care
- consortium-sponsored child care

Financial Support Provided

- flexible spending account
- adoption assistance

Indirect Service Provided

- employee assistance program
- parent education, handouts

Community Outreach

- in-kind support
- corporate contributions

TOTAL PETROLEUM
999 18th St., Suite 2201, Denver, CO 80202

Contact Person: Julie Tooke - 291-2055

Type of Business: Petroleum
No. of Employees: 325

Multi-site

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- paternity leave
- job sharing

TRIGON ENGINEERING, INC.
1099 18th St., Suite 1700, Denver, CO 80202-1917

Contact Person: Jim Sorensen - 296-9645

Type of Business: Engineering
No. of Employees: unavailable

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours

Indirect Services Provided

- parent education, handouts

UCAR/NCAR
P.O. Box 3000, Boulder, CO 80307

Contact Person: Mark Weaver - 497-8704

Type of Business: Research facility
No. of Employees: 1050

Multi-site

Work/Family Personnel Policies Provided

- | | |
|---------------------------------|--------------------------------|
| • maternity leave | • paternity leave |
| • family care leave | • family sick leave |
| • flexible work hours, on-going | • flexible workplace, on-going |
| • job sharing | • part-time with benefits |

Direct Services Provided

- | | |
|------------------------------------|-----------------------|
| • child care resource and referral | • care for mildly-ill |
| • emergency child care | |

Financial Support Provided

- flexible spending account

Indirect Services Provided

- employee assistance program

Community Outreach

- | | |
|------------------------|-------------------|
| • provider recruitment | • in-kind support |
|------------------------|-------------------|

UNIPAC SERVICE CORPORATION
3015 S. Parker Road, Suite 400, Aurora, CO 80014

Contact Person: Cindy K. Ubben - 696-6999

Type of Business: Student Loan Services

No. of Employees: 630

Multi-site

Child Care Needs Assessment completed

Elder Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave - as personal leave
- family sick leave
- family care leave - as personal leave
- flexible work hours - as needed, some departments

Direct Services Provided

- care for mildly ill children - limited
- emergency child care - limited

Financial Support Provided

- flexible spending account
- vendor discounts
- sick child care subsidies - vouchers
- emergency child care subsidies

Indirect Services

- employee assistance program
- parent education - seminars

Community Outreach

- corporate contributions

UNIVERSITY OF COLORADO, BOULDER
1511 University Ave., Campus Box 475, Boulder, CO 80309-6475

Contact Person: S.J. Robertson - 492-6893

Type of Business: University
No. of Employees: 19,532

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours
- part-time with benefits
- paternity leave
- family sick leave
- job sharing

Direct Services Provided

- company sponsored child care

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- management training on work/family issues
- parent education, seminars

UNIVERSITY OF COLORADO, DENVER
1250 14 St., Denver, CO 80217-3364

Contact Person: Allison Vaillancourt - 556-2868

Type of Business: University
No. of Employees: 1,200

Single Site

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible workplace, limited basis
- part-time with benefits
- paternity leave
- family sick leave
- job sharing

Direct Services Provided

- company sponsored child care

Financial Support Provided

- flexible spending account

U S WEST *
138 Inverness Drive, Englewood, CO 80112

Contact Person: Judy Kaufman -784-5104

Type of Business: Communications

No. of Employees: 6500

Multi-site

Child Care Needs Assessment ongoing

Elder Care Needs Assessment ongoing

Work/Family Personnel Policies Provided

- family care leave
- care of newborn/adopted leave
- job sharing
- part-time with benefits
- flexible work hours, ongoing based on business needs
- flexible workplace, ongoing based on business needs

Direct Services Provided

- child care resource and referral
- elder care resource and referral

Financial Support Provided

- flexible spending account
- vendor discounts

Indirect Services Provided

- employee assistance program
- caregiver education, seminars, handouts

Community Outreach

- provider recruitment
- in-kind support
- corporate contributions

*** Not all services available to all employees**

VALLEY LAB, INC.
5920 Longbow Drive, Boulder, CO 80501

Contact Person: Linda Finney - 530-6387

Type of Business: Medical Manufacturing
No. of Employees: 988

Multi-site

Work/Family Task Force implemented
Child Care Needs Assessment completed

Work/Family Personnel Policies Provided

- maternity leave
- flexible workplace
- part-time with benefits
- flexible work hours
- job sharing, limited

Direct Services Provided

- care for mildly-ill
- child care resource and referral service
- consortium sponsored child care
- emergency child care

Financial Support Provided

- vendor discounts

Indirect Services Provided

- employee assistance program
- parent education, handouts

Community Outreach

- provider recruitment
- corporate contributions
- in-kind support/contributions

VECTRA BANKING
1850 S. Colorado Blvd., Denver, CO 80222

Contact Person: V. Mitchell - 782-7509

Type of Business: Financial
No. of Employees: 160

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- part-time with benefits
- family care leave
- flexible work hours, on-going

Community Outreach

- in-kind support/contributions

VICORP RESTAURANTS, INC.
400 W. 49th Avenue, Denver, Co 80216

Contact Person: Penny McCoy - 296-2121

Type of Business: Restaurant Chain

No. of Employees: 1100 Colorado/15000 Nationwide

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family care leave
- flexible work hours - as needed & ongoing
- flexible workplace, limited
- paternity leave
- family sick leave

Direct Services Provided

- care for mildly ill children

Indirect Services Provided

- parent education, seminars, handouts

Community Outreach

- in-kind support/contributions - informal

WAGNER EQUIPMENT COMPANY
18000 Smith Road, Aurora, CO 80011

Contact Person: Doug Meitus - 739-3051

Type of Business: Sales & Repair Heavy Equipment

No. of Employees: 450 in Colorado

Multi-site

Work/Family Personnel Policies Provided

- maternity leave

Financial Support Provided

- employee assistance program

WESTERN FARM BUREAU
1200 Lincoln St., Denver, CO 80202

Contact Person: Leo Perino - 831-3857

Type of Business: Life Insurance
No. of Employees: 120 Colorado

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- flexible work hours
- part-time with benefits

Financial Support Provided

- flexible spending accounts

Indirect Services Provided

- employee assistance provided
- parent education, handouts

Community Outreach

- corporate contributions

WESTERN GAS RESOURCES, INC.
12200 N. Pecon, Suite 230, Denver, CO 80234

Contact Person: Cathy - 452-5603

Type of Business: Gas Processing
No. of Employees: 215

Single site

Work/Family Personnel Policies Provided

- maternity leave
- flexible work hours

WILAND SERVICES
6707 Winchester Circle, Boulder, CO 80301

Contact Person: Suzy Parella - 530-0606

Type of Business: Direct Market Services

No. of Employees: 350

Multi-site

Work/Family Personnel Policies Provided

- maternity leave
- family sick leave
- part-time with benefits

WOMEN'S BANK
821 17th St., Denver, CO 80202

Contact Person: Deb Vizzard - 293-2265

Type of Business: Financial

No. of Employees: 48

Single site

Work/Family Personnel Policies Provided

- maternity leave
- paternity leave
- family care leave
- family sick leave

Community Outreach

- in-kind support/contributions
- corporate contributions

WOMEN'S BUREAU
U.S. Department of Labor, 1801 California St., Suite 905
Denver, CO 80202-3416

Contact Person: Oleta Crain - 391-6757

Type of Business: Government
No. of Employees: 1000

Multi-site

Work/Family Task Force implemented

Work/Family Personnel Policies Provided

- maternity leave, thru sick leave
- family care leave
- flexible work hours - as needed
- paternity leave, thru sick leave
- family sick leave
- part-time with benefits

Indirect Services Provided

- employee assistance program
- parent education - seminars, handouts

SECTION III

BENEFITS

WORK/FAMILY TASK FORCE

American Express	Gates Rubber Company
Amoco Production Company	Jones Intercable, Inc.
Arthur Anderson	Manville Corporation
AT & T	Martin Marietta Astronautics
Boulder Publishing, Inc.	National Jewish Center
Children's Hospital	Nordstrom Credit, Inc.
Central Products Company	Public Service Company
City & County of Denver	Regis University
City of Boulder	Scanticon Denver
COBE Laboratories, Inc.	Sherman and Howard
Colorado Christian Home	State of Colorado
Colorado Housing and Finance Authority	StorageTek
Dain Bosworth, Inc.	Total Petroleum
Denver Water Department	University of Colorado, Denver
Exabyte Corporation	Valley Lab, Inc.
First Interstate Bank of Denver	Women's Bureau, U.S. Department of Labor
First Trust Corporation	

CHILD CARE NEEDS ASSESSMENT

American Express	KPMG Peat Marwick
Amoco Production Company	KWGN TV
Arthur Anderson	Leprino Foods
AT & T Boulder County	Manville Corporation
Boulder Publishing, Inc.	Martin Marietta Astronautics
Boulder Valley Schools	Mathis Law Firm
Children's Hospital	National Jewish Center
City & County of Denver	Nordstrom Credit, Inc.
City of Boulder	Norwest Banks
COBE Laboratories	Porter Memorial Hospital
Colorado Housing and Finance Authority	Regional Transportation District
Continental Airlines	Regis University
Coors Brewing Company	Sherman & Howard
Craig Hospital	State of Colorado
Denver Water Board	StorageTek
Exabyte Corporation	Synergen, Inc.
FirstBanks of Colorado	Syntex Chemicals, Inc.
First Federal Savings Bank	UNIPAC Service Corporation
First Trust Corporation	US WEST
Holme Roberts & Owens	Valley Lab, Inc.
KMGH TV, McGraw Hill Broadcasting	

ELDER CARE NEEDS ASSESSMENT

American Express	KMGH TV, McGraw Hill
Amoco Production Company	KWGN TV
Arthur Anderson	Manville Corporation
AT & T	Martin Marietta Astronautics
Boulder County	Norwest Banks
Boulder Publishing, Inc.	Sherman & Howard
City of Boulder	State of Colorado
COBE Laboratories, Inc.	Synergen, Inc.
Colorado Housing and Finance Authority	UNIPAC Service Corporation
Coors Brewing Company	U S WEST
Exabyte Corporation	

WORK/FAMILY PERSONNEL POLICIES

MATERNITY LEAVE

Adams County District 14	Department of Veterans Affairs/Medical
Affiliated Bankshares of Colorado	DMJM
American Express *	EG&G Rocky Flats, Inc.
Amoco Production Company	Eric Group, Inc.
Arthur Anderson	Exabyte Corporation
AT & T	Explosive Fabricators
Blue Cross Blue Shield of Colorado	Faegre & Benson
Boulder County	FirstBanks of Colorado
Boulder Publishing Company	First Federal Savings Bank
Boulder Valley Schools	First Interstate Bank of Denver
Cellular One	First Trust Corporation
Central Products Company	Gates Rubber Company *
Children's Hospital	Gensler & Associates
City & County of Denver	Holme Roberts & Owens
City of Boulder	Howard Life Insurance Company
COBE Laboratories, Inc.	Jones Intercable, Inc.
Colorado Christian Home	Kaiser Permanente
Colorado Housing and Finance Authority	KCNC TV
Colorado National Bankshares, Inc.	King Soopers
Continental Airlines	Kirkland & Ellis
Coors Brewing Company	KMGH TV
Craig Hospital	KN Energy, Inc. *
Dain Bosworth, Inc.	KPMG Peat Marwick *
Dames & Moore	KRMA TV
D CPA	KWGNTV
Denver Partnership	Lutheran Medical Center
Denver Post	M. A. Mortenson, Co.
Denver Water Department	Manville Corporation

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MATERNITY LEAVE (continued)

Martin Marietta Astronautics
Mathis Law Firm
Metro Wastewater Reclamation District
Mountain Medical Equipment
National Civic League
National Jewish Center
Nordstrom Credit, Inc.
NorgrenNorwest Banks
Pace Membership Warehouse
Porter Memorial Hospital
Provenant Health Partners
Public Service Company of Colorado
Regional Transportation District
Regis University *
Resources Trust Company
Scanticon Denver
Sherman & Howard

State of Colorado
StorageTek
Syneren, Inc.
Syntex Chemical, Inc.
Trigon Engineering, Inc.
UCAR / NCAR
UNIPAC Service Corporation
University of Colorado Boulder
University of Colorado Denver
Valley Lab, Inc.
Vectra Banking
Vicorp Restaurants
Wagner Equipment Company
Western Farm Bureau
Western Gas Resources, Inc.
Wiland Services
Women's Bureau, U.S. Department of Labor

* This benefit is offered in a limited way; on a case-by-case basis; or through another benefit

PATERNITY LEAVE

Adams County School District 14
Affiliated Bankshares of Colorado *
American Express *
Arthur Anderson
AT & T
Blue Cross Blue Shield of Colorado
Boulder County
Cellular One
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories, Inc. *
Colorado Christian Home
Colorado Housing and Finance Authority
Colorado National Bankshares, Inc.
Continental Airlines/Craig Hospital
Dain Bosworth
DCPA
Denver Water Department
Department of Veterans Affairs Medical Center
EG&G Rocky Flats, Inc.
Eric Group, Inc.
Exabyte Corporation
Faegre & Benson
First Federal Savings Bank

First Interstate Bank of Denver
First Trust Corporation
Gensler & Associates
Jones Intercable, Inc.
Kaiser Permanente
King Soopers
KMGH TV McGraw Hill
Martin Marietta Astronautics
Mathis Law Firm National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks
Provenant Health Partners
Public Service Company of Colorado
Scanticon Denver
State of Colorado
Synergen, Inc.
Syntex Chemicals, Inc.
Total Petroleum
UCAR/NCAR
UNIPAC Service Corporation *
University of Colorado Boulder
University of Colorado Denver
Vicorp Restaurants
Women's Bank
Women's Bureau, U.S. Department of Labor

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FAMILY CARE LEAVE

Adams County
Adams County School District 14
Affiliated Bankshares of Colorado *
American Express
Amoco Production Company
AT & T
Beta West
Boulder County
Boulder Valley Schools
City & County of Denver
City of Boulder
COBE Laboratories, Inc. *
Colorado Housing & Finance Authority
Colorado National Bankshares, Inc. *
Coors Brewing Company
Craig Hospital
Dain Bosworth
DCPA
Denver Water Department
Department of Veterans Affairs Medical Center
Eric Group, Inc.
Exabyte Corporation
Faegre & Benson
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Holme Roberts & Owens

Jones Intercable, Inc.
Kaiser Permanente
KN Energy, Inc.
KRMA TV
Mathis Law Firm
National Jewish Center
Nordstrom Credit, Inc.
Norgren
Norwest Banks *
Pace Membership Warehouse
Porter Memorial Hospital
Provenant Health Partners
Public Service Company of Colorado
Resources Trust Company
Sherman & Howard
State of Colorado
Synergen, Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
UNIPAC Service Corporation *
University of Colorado Boulder
University of Colorado Denver
US WEST
Vectra Banking
Vicorp Restaurants
Women's Bank
Women's Bureau, U.S. Department of Labor

* This benefit is offered in a limited way; on a case by case basis or through another benefit

FAMILY SICK LEAVE

Adams County
Adams County District 14
Affiliated Bankshares of Colorado
American Express *
Amoco Productions Company
Arthur Anderson
AT & T
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Publishing, Inc.
Boulder Valley Schools
Central Products Company
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories, Inc.

Colorado Christian Home
Colorado Housing and Finance Authority
Colorado National Bankshares, Inc. *
Confertech International
Continental Airlines
Coors Brewing Company
Craig Hospital *
Dain Bosworth
Dames & Moore
Denver Business Journal
DCPA
Denver Water Department
Department of Veterans Affairs Medical Center
Eric Group, Inc.
Faegre & Benson
FirstBanks of Colorado

FAMILY SICK LEAVE

First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Holme Roberts and Owens
Jones Intercable, Inc.
Kaiser Permanente
KCNC TV
Kirkland & Ellis
KMGH TV McGraw Hill
KN Energy, Inc.
KPMG Peat Marwick *
KRMA TV
KWGN TV *
Leprino Foods
M.A. Mortenson, Co.
Manville Corporation *
Martin Marietta Astronautics
Mathis Law Firm
Metro Wastewater Reclamation District
Mountain Medical Equipment
National Civic League
National Jewish Center
Nordstrom Credit, Inc.

Norgren
Norwest Banks *
Pace Membership Warehouse
Porter Memorial Hospital
Provenant Health Partners *
Regis University
Resources Trust Company
Sherman & Howard
State of Colorado
StorageTek
Synergen, Inc.
Syntex Chemicals, Inc.
Trigon Engineering, Inc.
UCAR/NCAR
UNIPAC Service Corporation
University of Colorado Boulder
University of Colorado Denver
Vectra Banking
Vicorp Restaurants
Western Farm Bureau
Wiland Services
Women's Bank
Women's Bureau, U.S. Department of Labor

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FLEXIBLE WORK HOURS AS NEEDED

Adams County
Affiliated Bankshares of Colorado *
Arthur Anderson
AT & T
Boulder County
Boulder Publishing, Inc.
Boulder Valley Schools
City & County of Denver
City of Boulder
COBE Laboratories, Inc.
Colorado National Bankshares, Inc. *
Coors Brewing Company
DCPA
Denver Business Journal
Denver Post *
Denver Water Department
DMJM
First Federal Savings Bank

First Interstate Bank of Denver
First Trust Corporation
Gates Rubber Company
Gensler & Associates
Kaiser Permanente
KMGH TV McGraw Hill
KN Energy, Inc. *
KRMA TV
KWGNTV *
Leprino Foods
Lutheran Medical Center
M.A. Mortenson, Inc.
Manville Corporation
Martin Marietta Astronautics
National Civic League
National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks

FLEXIBLE WORK HOURS AS NEEDED (continued)

Pace Membership Warehouse	Synergen, Inc.
Public Service Company of Colorado	Trigon Engineering
Regional Transportation District	University of Colorado Boulder
Regis University *	UNIPAC Service Corporation *
Resources Trust Company	Valley Lab, Inc.
Scanticon Denver	Vicorp Restaurants
Security Life of Denver Insurance Company	Western Farm Bureau
Sherman & Howard	Western Gas Resources, Inc.
State of Colorado	Women's Bureau, U.S. Department of Labor
StorageTek *	

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FLEXIBLE WORK HOURS ON GOING

Adams County	Kaiser Permanente
Affiliated Bankshares of Colorado *	KCNC TV
Amoco Production Company	King Soopers
Arthur Andersen	Kirkland & Ellis
AT & T	Manville Corporation
Bank of Boulder	Mathis Law Firm
Blue Cross Blue Shield of Colorado	National Jewish Center
Boulder County	Nordstrom Credit, Inc.
Boulder Valley Schools	Norwest Banks
Children's Hospital	Public Service Company of Colorado
City of Boulder	Regional Transportation District
City & County of Denver *	Resources Trust Company
COBE Laboratories, Inc.	Scanticon Denver
Colorado Housing & Finance Authority	State of Colorado
Dain Bosworth	Synergen, Inc.
Dames & Moore	Trigon Engineering
Denver Post *	UCAR/NCAR
First Federal Savings Bank	U S WEST
First Interstate Bank of Denver	Vectra Banking
First Trust Corporation	Vicorp Restaurants
Jones Intercable *	

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FLEXIBLE WORKPLACE AS NEEDED

Amoco Production Company *	Coors Brewing Company
AT & T	Denver Business Journal
Children's Hospital	DMJM
City & County of Denver *	First Interstate Bank of Denver
City of Boulder	First Trust Corporation
Colorado Housing and Finance Authority	KCNC TV

FLEXIBLE WORKPLACE AS NEEDED

KN Energy, Inc.
KPMG Peat Marwick
Manville Corporation
National Civic League
Norwest Banks
Pace Membership Warehouse *
Porter Memorial Hospital

Regis University *
State of Colorado *
StorageTek *
Synergen, Inc. *
University of Colorado Denver
Valley Lab, Inc.
Vicorp Restaurants

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FLEXIBLE WORKPLACE ONGOING

Bank of Boulder
Blue Cross Blue Shield of Colorado
Boulder County *
Dames & Moore
First Trust Corporation
M.A. Mortenson, Co.

Manville Corporation
Mathis Law Firm
National Jewish Center *
UCAR/NCAR
U S WEST

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JOBSHARE

Affiliated Bankshares of Colorado *
Amoco Production Company *
Arthur Anderson
AT & T
Blue Cross Blue Shield of Colorado
Boulder County
Boulder Valley Schools
Children's Hospital
City & County of Denver
City of Boulder
Continental Airlines *
Coors Brewing Company
Craig Hospital
Dain Bosworth
DCPA
Denver Post *
Eric Group, Inc.
Faegre & Benson
First Interstate Bank of Denver
First Trust Corporation
Holme, Roberts & Owen

KCNC TV
Kirkland & Ellis
KN Energy, Inc.
KPMG Peat Marwick
Lutheran Medical Center *
Mathis Law Firm
Norgren
Norwest Banks *
Porter Memorial Hospital
Regional Transportation District
Sherman & Howard
State of Colorado
StorageTek *
Synergen, Inc.
Syntex Chemicals, Inc.
Total Petroleum
UCAR/NCAR
University of Colorado Boulder
University of Colorado Denver
U S WEST
Valley Lab, Inc.

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PARTTIME WITH BENEFITS

Adams County School District 14	Jones Intercable, Inc.
Affiliated Bankshares of Colorado	Kaiser Permanente
Arthur Anderson	KCNC TV
AT & T	Kirkland & Ellis
Bank of Boulder	KMGH TV McGraw Hill
BetaWest	Lutheran Medical Center
Blue Cross Blue Shield of Colorado	Manville Corporation
Boulder County	Martin Marietta Astronautics
Boulder Valley Schools	Mathis Law Firm
Cellular One	Metro Wastewater Reclamation District
Children's Hospital	Mountain Medical Equipment
City & County of Denver *	National Jewish Center
City of Boulder	Nordstrom Credit, Inc.
COBE Laboratories, Inc.	Norgren
Colorado National Bankshares, Inc.	Norwest Banks *
Continental Airlines *	Porter Memorial Hospital
Dames & Moore	Regional Transportation District
Denver Partnership	Regis University
Denver Water Department	State of Colorado
Department of Veteran's Affairs Medical Center	StorageTek
DMJM	Synergen, Inc.
Eric Group	Syntex Chemical, Inc.
Exabyte Corporation	UCAR/NCAR
FirstBanks of Colorado	University of Colorado Boulder
First Federal Savings Bank	University of Colorado Denver
First Interstate Bank of Denver	US WEST
First Trust Company	Valley Lab, Inc.
Gates Rubber Company	Vectra Banking
Gensler & Associates	Western Farm Bureau
Holme, Roberts & Owens *	Wiland Services
Howard Life Insurance Company	Women's Bureau, U.S. Department of Labor

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DIRECT SERVICES

CHILD CARE RESOURCE AND REFERRAL SERVICE

American Express	Denver Post
Amoco Production Company	Denver Water Department *
Arthur Anderson	Eric Group, Inc.
AT & T	Exabyte Corporation
Boulder County	Kaiser Permanente
Central Products Company	KMGH TV
Children's Hospital	Manville Corporation
City & County of Denver *	Norwest Banks
City of Boulder	Sherman & Howard
Colorado Housing and Finance Authority	Synergren, Inc.
Colorado National Bankshares, Inc.	UCAR/NCAR
Continental Airlines	U S WEST
Coors Brewing Company	Valley Lab, Inc.
Dain Bosworth	

* This benefit is offered in a limited way; or on a case by case basis through another benefit

ELDER CARE RESOURCE AND REFERRAL SERVICES

Arthur Anderson
Boulder County
Children's Hospital
Kaiser Permanente
KMGH TV
Manville Corporation
Sherman & Howard
U S WEST

CHILD CARE FACILITY COMPANY SPONSORED

Adams County School District 14
Boulder Valley Schools
City & County of Denver
Continental Airlines
Craig Hospital
Lutheran Medical Center
Porter Memorial Hospital
StorageTek
University of Colorado Boulder
University of Colorado Denver

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CHILD CARE FACILITY CONSORTIUM

Colorado National Bankshares
Denver Post
Exabyte Corporation
Manville Corporation
State of Colorado
Syntex Chemicals, Inc.
Valley Lab, Inc.

CARE FOR MILDLY ILL CHILDREN

AT & T
Bank of Boulder
Boulder County
Boulder Publishing, Inc.
Exabyte Corporation
Porter Memorial Hospital

Synergen Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
UNIPAC Service Corporation
Vicorp Restaurants

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EMERGENCY CHILD CARE

AT & T
Bank of Boulder
Boulder Publishing, Inc.
Exabyte Corporation
KN Energy, Inc. *
Porter Memorial Hospital

Scanticon Denver
Synergen, Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
StorageTek
UNIPAC Service Corporation

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LACTATION LOUNGE

Blue Cross Blue Shield of Colorado
Boulder Publishing, Inc.
Coors Brewing Company
FirstBanks of Colorado
First Interstate Bank of Denver
First Trust Corporation

Kirkland & Ellis
KWGN TV
Nordstrom Credit, Inc.
Porter Memorial Hospital
State of Colorado
StorageTek

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FINANCIAL SUPPORT

FLEXIBLE SPENDING ACCOUNTS

Adams County
 Affiliated Bankshares of Colorado
 Arthur Anderson
 AT & T
 Bank of Boulder
 Beta West
 Blue Cross Blue Shield of Colorado
 Boulder County
 Boulder Publishing, Inc.
 Boulder Valley Schools
 Children's Hospital
 City & County of Denver
 City of Boulder
 Colorado National Bankshares, Inc.
 Confertech International
 Coors Brewing Company
 Craig Hospital
 Dain Bosworth
 Dames & Moore
 DCPA
 Denver Partnership
 Denver Post
 Denver Water Department
 Exabyte Corporation
 First Interstate Bank of Denver
 First Trust Corporation
 Gates Rubber Company
 Holme Roberts and Owens

Jones Intercable, Inc.
 Kaiser Permanente
 KCNC TV
 KN Energy, Inc.
 KWGN TV
 Leprino Foods
 Lutheran Medical Center
 Manville Corporation
 Metro Wastewater Reclamation District
 National Jewish Center
 Norgren
 Norwest Banks
 Pace Membership Warehouse *
 Porter Memorial Hospital
 Provenant Health Partners
 Regional Transportation District
 Regis University
 Scanticon Denver
 State of Colorado
 Synergen, Inc.
 Syntex Chemicals, Inc.
 UCAR/NCAR
 UNIPAC Service Corporation
 University of Colorado Boulder
 University of Colorado Denver
 U S WEST
 Western Farm Bureau

* This benefit is offered in a limited way; on a case by case basis; another benefit

CAFETERIA PLAN OFFERING CHILD CARE OR ELDER CARE

Adams County School District 14
 Affiliated Bankshares of Colorado *
 American Express
 Arthur Anderson
 Children's Hospital
 City of Boulder
 Colorado Housing and Finance Authority
 Dain Bosworth
 Denver Business Journal
 Denver Partnership
 Denver Water Department
 First Banks of Colorado

First Federal Savings Bank
 KCNC TV
 Kirkland and Ellis
 KN Energy, Inc.
 KWGN TV
 Lutheran Medical Center
 Manville Corporation
 PACE Membership Warehouse
 Porter Memorial Hospital
 Regional Transportation District
 Sherman and Howard
 Synergen, Inc.

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ADOPTION ASSISTANCE

Arthur Anderson
AT & T
COBE Laboratories, Inc.
Colorado Christian Home
Coors Brewing Company
First Banks of Colorado
Jones Intercable, Inc.

Mathis Law Firm
Nordstrom Credit, Inc.
Norgren
PACE Membership Warehouse
StorageTek
Syntex Chemicals, Inc.

VOUCHERS AND SUBSIDIES

American Express - dependent care
Boulder County - sick child care
Lutheran Medical Center
Synergen, Inc.
UNIPAC Service Corporation - sick and emergency child care subsidy

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VENDOR DISCOUNTS

Adams County
Amoco Production Company
Arthur Anderson
AT & T
Bank of Boulder
Blue Cross Blue Shield of Colorado
Boulder County
Children's Hospital
City & County of Denver
COBE Laboratories
Colorado National Bankshares
Dain Bosworth
Dames & Moore
Denver Water Department
Dixon Paper Company
Eric Group, Inc.
First Interstate Bank of Denver

Kaiser Permanente
KMGH TV, McGraw Hill
KN Energy, Inc. *
Manville Corporation
Martin Marietta Astronautics
National Jewish Center *
Nordstrom Credit, Inc.
Norgren
Norwest Banks
PACE Membership Warehouse
Scanticon Denver
State of Colorado
StorageTek
UNIPAC Service Corporation
University of Colorado Boulder
U S West
Valley Lab, Inc.

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INDIRECT SERVICES

EMPLOYEE ASSISTANCE PROGRAM

Adams County School District 14
American Express;
Amoco Production Company
AT & T
Beta West
Blue Cross Blue Shield of Colorado
Cellular One
Central Products Company
Children's Hospital
City & County of Denver
City of Boulder
COBE Laboratories, Inc.
Colorado Christian Home
Colorado Housing & Finance Authority
Colorado National Bankshares, Inc.
Continental Airlines
Coors Brewing Company
Craig Hospital
Dain Bosworth
Denver Post
Denver Water Department
Department of Veterans Affairs Medical Center
Dixon Paper Company
EG&G Rocky Flats, Inc.
Exabyte Corporation
Explosive Fabricators
First Federal Savings Bank
First Interstate Bank of Denver
First Trust Corporation *
Gates Rubber Company
Holme Roberts & Owens
Jones Intercable, Inc.
Kaiser Permanente

KPMG Peat Marwick
KN Energy, Inc.
KWGN TV
Lutheran Medical Center
Manville Corporation
Martin Marietta Astronautics
Mathis Law Firm
—Metro Wastewater Reclamation District
National Jewish Center
Nordstrom Credit, Inc.
Norwest Banks
PACE Membership Warehouse
Porter Memorial Hospital
Provenant Health Partners
Public Service Company of Colorado
Regional Transportation District
Regis University
Resources Trust Company
Scanticon Denver
Sherman & Howard
State of Colorado
StorageTek
Synergen, Inc.
Syntex Chemicals, Inc.
UCAR/NCAR
UNIPAC Service Corporation
University of Colorado Boulder
US West
Valley Lab., Inc.
Wagner Equipment Company
Western Farm Bureau
Women's Bureau, U.S. Department of Labor

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PARENT EDUCATION CLASSES (c) SEMINARS (s) HANDOUTS (h)

Adams County	KN Energy, Inc. c, s, h
Adams County School District 14 c, s, h	KRMA TV h
Affiliated Bankshares of Colorado c	Leprino Foods c, s
American Express s, h	Lutheran Medical Center c, s, h
AT & T s, h	M.A. Mortenson, Co. s
Blue Cross Blue Shield of Colorado c, s, h	Manville Corporation c, s, h
Boulder County h	Martin Marietta Astronautics s, h
Boulder Publishing, Inc. s	National Jewish Center c, s, h
Boulder Valley Schools c	Nordstrom Credit, Inc. s, h
Children's Hospital c, s, h	Norgren h
City & County of Denver c, h	Norwest Banks s, h
City of Boulder s, h	Porter Memorial Hospital c, s,
COBE Laboratories c, s, h	Provenant Health Partners c, s, h
Colorado Christian Home c, s, h	Public Service Company of Colorado c, s, h
Colorado Housing & Finance Authority c, s, h	Regional Transportation District c, s, h
Colorado National Bankshares c, s, h	Regis University c, s, h
Continental Airlines s, h	Resources Trust Company h
Coors Brewing Company c, s, h	Scanticon Denver c, h
Craig Hospital c, s, h	Sherman & Howard c, s
Cyprus Minerals s, h	State of Colorado s
Dain Bosworth h	StorageTek c, s, h
Denver Water Department h	Syntex Chemicals h
Dixon Paper Company s, h	Trigon Engineering h
DMJM h	UNIPAC Service Corporation s
First Federal Savings Bank c, s, h	University of Colorado Boulder s
First Interstate Bank of Denver c, s, h	Valley Lab, Inc. h
First Trust Corporation c, s, h	Vicorp Restaurants, Inc. s, h
Gates Rubber Company c	Western Farm Bureau h
Holme Roberts & Owens s, h	Women's Bureau, U.S. Department of Labor s, h

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PRENATAL EDUCATION CLASSES (c) SEMINARS (s) HANDOUTS (h)

Affiliated Bankshares of Colorado c	FirstBanks of Colorado h
Bank of Boulder c, s, h	Kaiser Permanente c, s, h
Blue Cross Blue Shield of Colorado c, s, h	Lutheran Medical Center s, h
Boulder County h	Nordstrom Credit Inc., s, h
Boulder Valley Schools c, s	PACE Membership Warehouse h
Colorado Christian Home h	Porter Memorial Hospital c, s, h
Coors Brewing Company c, h	Provenant Health Partners c, s, h
Cyprus Minerals s	StorageTek c, s, h

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MANAGEMENT TRAINING ON WORK/FAMILY ISSUES

American Express
Arthur Anderson
City of Boulder
Colorado Christian Home
Continental Airlines
Dames & Moore
Department of Veterans Affairs
Dixon Paper Company
Eric Group, Inc.

Holme Roberts & Owens
Lutheran Medical Center
Martin Marietta Astronautics
Metro Wastewater Reclamation District
Norwest Banks
Porter Memorial Hospital
Scanticon Denver
University of Colorado Boulder

COMMUNITY OUTREACH

PROVIDER RECRUITMENT

Adams County School District 14
AT & T
Cellular One
City of Boulder
Colorado Christian Home
Coors Brewing Company
Department of Veterans Affairs Medical Center
First Federal Savings Bank
Kaiser Permanente
KN Energy, Inc.

Leprino Foods
Lutheran Medical Center
Manville Corporation
Mathis Law Firm
National Jewish Hospital
Provenant Health Partners
Scanticon Denver
UCAR/NCAR
U S West
Valley Lab, Inc.

INKIND SUPPORT/CONTRIBUTIONS

Adams County
American Express
Arthur Anderson
Boulder Valley Schools
Cellular One
City of Boulder
Colorado Christian Home
Coors Brewing Company
Dain Bosworth
First Federal Savings Bank
First Interstate Bank of Denver
Gensler & Associates
Kaiser Permanente
Kirkland and Ellis
KN Energy, Inc.
Lutheran Medical Center

M.A. Mortenson, Co.
Manville
Martin Marietta Astronautics
Mathis Law Firm
Nordstrom Credit, Inc.
Norgren
PACE Membership Warehouse
Provenant Health Partners
Public Service Company of Colorado
Syntex Chemicals, Inc.
UCAR/NCAR
U S West
Valley Lab, Inc.
Vectra Banking
Vicorp Restaurants *
Women's Bank

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CORPORATE CONTRIBUTIONS

American Express
Arthur Anderson
AT & T
Cellular One
Colorado Christian Home
Coors Brewing Company
Dain Bosworth
Denver Post
DMJM
Eric Group, Inc.
Faegre & Benson
First Federal Savings Bank
First Trust Corporation
First Interstate Bank of Denver
Gates Foundation *
Gensler & Associates
Holme Roberts & Owens
Kaiser Permanente
Kirkland & Ellis

KN Energy, Inc.
KPMG Peat Marwick
Manville Corporation
Martin Marietta Astronautics
Nordstrom Credit, Inc.
Norgren
Norwest Banks
Porter Memorial Hospital
Provenant Health Partners
Public Service Company of Colorado
StorageTek
Synergen, Inc.
Syntex Chemicals, Inc.
UNIPAC Service Corporation
US West
Valley Lab, Inc.
Vicorp Restaurants
Western Farm Corporation
Women's Bank

* This benefit is offered in a limited way; on a case by case basis; or through another benefit